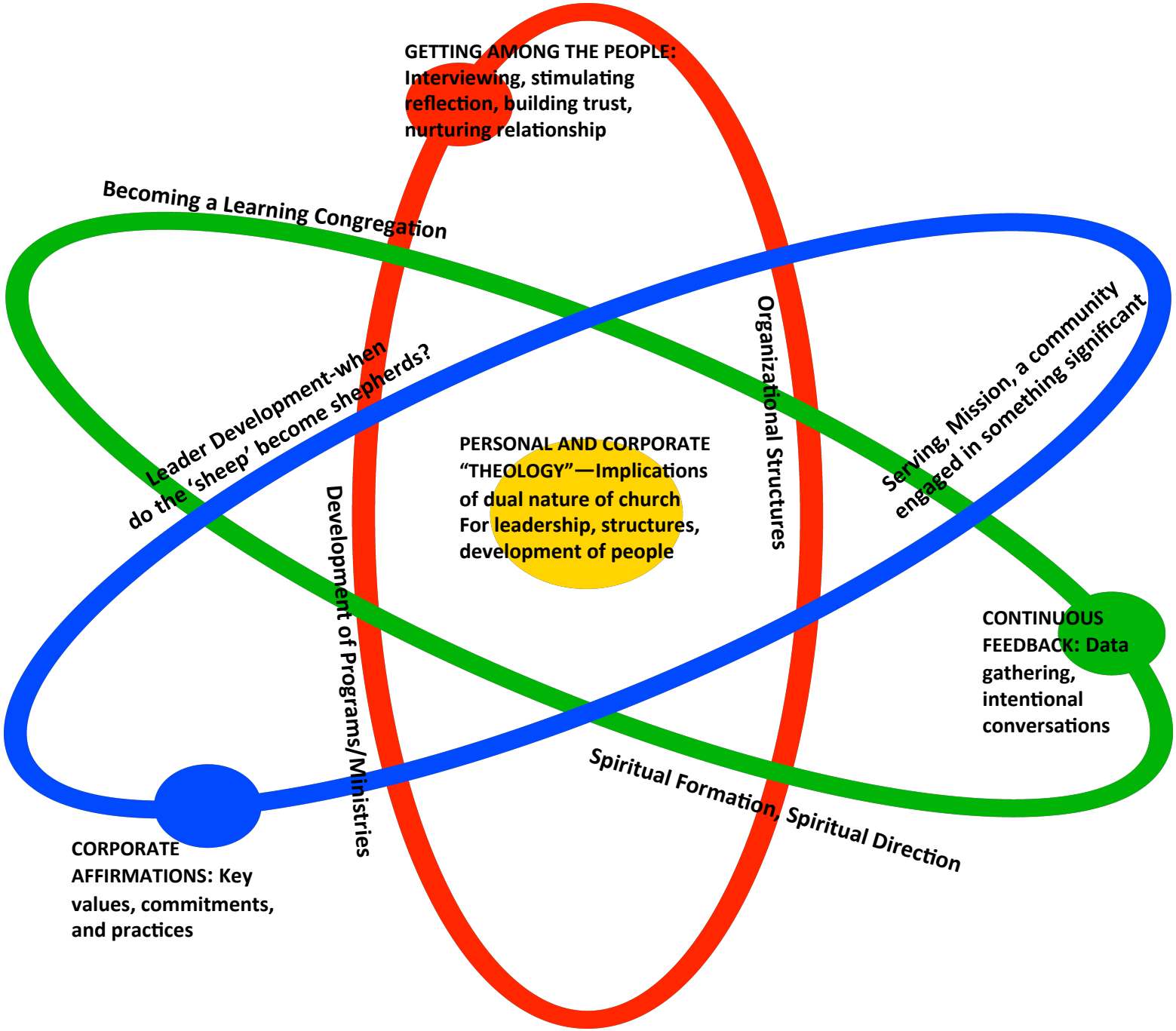Interaction of commitments, organizational structures, and relational processes